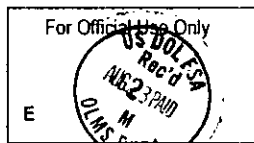


# FORM LM-30

## LABOR ORGANIZATION OFFICER AND EMPLOYEE REPORT

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C 439 or 440.



READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number U - <input type="text" value="13798"/>	2. Fiscal Year Covered From: <input type="text" value="10"/> / <input type="text" value="1"/> / <input type="text" value="2003"/> Through: <input type="text" value="9"/> / <input type="text" value="30"/> / <input type="text" value="2004"/>
3. Name and address of person filing. Name <input type="text" value="Christopher"/> <input type="checkbox"/> <input type="text" value="Debiec"/>  P.O. Box, Bldg., Room No., if any <input type="text" value="P.O. Box 1068"/>  Street <input type="text"/>  City <input type="text" value="Schenectady"/>  State <input type="text" value="New York"/> ZIP Code + 4 <input type="text" value="12301"/>	4. Name, file number, and address of labor organization. Name <input type="text" value="IUE/CWA Local 408"/>  Labor Organization File Number <input type="text" value="034227"/>  P.O. Box, Building and Room Number, if any <input type="text" value="P.O. Box 1068"/>  Street <input type="text"/>  City <input type="text" value="Schenectady"/>  State <input type="text" value="New York"/> ZIP Code + 4 <input type="text" value="12301"/>
5. Position in labor organization. <input type="text" value="Vice President, Local 408 (81408)"/>	

Enter appropriate data below if, during the past fiscal year, you or your spouse or minor child directly or indirectly had any of the following interests (except as specified in the exclusions set forth in the instructions):

A. Held an interest in, engaged in transactions (including loans) with, or derived income or other economic benefit of monetary value from an employer whose employees your organization represents or is actively seeking to represent.	
6. Name and address of Employer (including trade name, if any). Name <input type="text"/>  Trade Name, if any: <input type="text"/>  P.O. Box, Bldg., Room No., if any <input type="text"/>  Street <input type="text"/>  City <input type="text"/>  State <input type="text"/> ZIP Code + 4 <input type="text"/>	7.a. Nature of Interest, Transaction, or Income. <input type="text"/>     7.b. Amount. <input type="text"/>

Signature

15. Signature and verification. The undersigned declares, under penalty of Perjury and other applicable penalties of the law, that all of the information submitted in this report (including the information contained in any accompanying documents), has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See the section on penalties in the instructions.)		
Signed	On <input type="text" value="08/04/2005"/>	<input type="text" value="518-859-6303"/>
	Date	Telephone Number

Name of Person Filing Christopher Debiec	File Number U-
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B. Held an interest in or derived income or economic benefit with monetary value **from a business** (1) a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent, or (2) any part of which consists of buying from or selling or leasing directly or indirectly to, or otherwise dealing with your labor organization or with a trust in which your labor organization is interested.

<p>8. Name and address of Business (including trade name, if any).</p> <p>Name <input style="width: 80%;" type="text"/></p> <p>Trade Name, if any: <input style="width: 80%;" type="text"/></p> <p>P.O. Box, Bldg., Room No., if any <input style="width: 80%;" type="text"/></p> <p>Street <input style="width: 80%;" type="text"/></p> <p>City <input style="width: 80%;" type="text"/></p> <p>State <input style="width: 20%;" type="text"/> ZIP Code + 4 <input style="width: 20%;" type="text"/></p>	<p>9. Business deals with:</p> <p><input type="checkbox"/> a. Labor Organization</p> <p><input type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
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<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name <input style="width: 80%;" type="text"/></p> <p>Trade Name, if any: <input style="width: 80%;" type="text"/></p> <p>P.O. Box, Bldg., Room No., if any <input style="width: 80%;" type="text"/></p> <p>Street <input style="width: 80%;" type="text"/></p> <p>City <input style="width: 80%;" type="text"/></p> <p>State <input style="width: 20%;" type="text"/> ZIP Code + 4 <input style="width: 20%;" type="text"/></p>	<p>11.a. Nature of such dealing.</p> <div style="border: 1px solid black; height: 80px; width: 100%;"></div> <p>11.b. Approximate dollar value of such dealing. <input style="width: 100px;" type="text"/></p> <p>12.a. Nature of interest held or income received.</p> <div style="border: 1px solid black; height: 100px; width: 100%;"></div> <p>12.b. Amount. <input style="width: 100px;" type="text"/></p>
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C. Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value.

<p>13.a. Name and address of Employer or Labor Relations Consultant (including trade name, if any).</p> <p>Name <input style="width: 80%;" type="text" value="IUE/CWA 401(k) Plan"/></p> <p>Trade Name, if any: <input style="width: 80%;" type="text"/></p> <p>P.O. Box, Bldg., Room No., if any <input style="width: 80%;" type="text"/></p> <p>Street <input style="width: 80%;" type="text" value="1460 Broad Street"/></p> <p>City <input style="width: 80%;" type="text" value="Bloomfield"/></p> <p>State <input style="width: 20%;" type="text" value="New Jersey"/> ZIP Code + 4 <input style="width: 20%;" type="text" value="07003"/></p>	<p>14.a. Nature of payment.</p> <div style="border: 1px solid black; padding: 5px;"> <p>August 29, 2004 discuss how the new 401(k) Plan is working out with the Empire Vision bargaining group. HOw Local 408 should handle calls from members concerning their 401(k) plan.</p> </div>
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<p>13.b. Is the Business an Employer <input checked="" type="checkbox"/> or Consultant <input type="checkbox"/> ?</p>	<p>14.b. Amount of payment. <input style="width: 100px;" type="text" value="\$64"/></p>
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